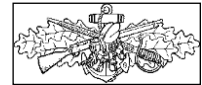




CM CAREER PATH (SCW)

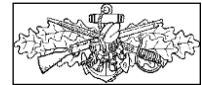


Construction Mechanic (CM): Construction skills performed include: the repair and maintenance of heavy construction, tactical and automotive equipment. Construction Mechanics diagnose and troubleshoot equipment failures to include mechanical, electrical, hydraulic and pneumatic systems. They maintain spare part inventories for equipment repair, databases for preventive maintenance and documentation of repair and maintenance performed. In addition to supporting the Naval Construction Forces, Construction Mechanics are in high demand to provide support to Special Warfare and Explosive Ordnance Disposal Units engaged in the Global War on Terror. Combat skills performed include: Embarkation via airlift/sealift; Chemical, biological and radiological (CBR) response including individual and unit protection and decontamination; coordinating disaster recovery teams (DRT) and airfield damage repair (ADR) teams; performing camp security (e.g. guard duty, obstacle construction, observation posts, patrols for squad / platoon sized elements, convoys with various numbers of troops and CESE and communications set-up). Individuals obtain small arms qualifications, advanced first aid training and crew served weapons qualifications.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
28-30	CMDCM EQCM	20.4 Yrs	CMC	36/36	Subsequent Sea/Shore Tours.
25-28	CMDCM EQCM CMCS	20.4 Yrs 20.4 17.5	CMC, CSC Naval Academy SEL/Company Chief	36	4 TH Shore Tour Billet: CMDCM. Duty: NCR, NAVFAC, CSFE/CECOS.
22-25	CMDCM EQCM CMCS CMC	20.4 Yrs 20.4 17.5 13.7		42	4 th Sea Tour Billet: CMDCM, NMCB Company Chief, NSW Transportation. Duty: NMCB, NSW.
19-22	CMCS CMC CM1	17.5 Yrs 13.7 9.7	LDO, CSC Camp David, Equal Opportunity Advisor, RDC, Recruiter, SARP	36	3 rd Shore Tour Billet: Equipment Officer. Duty: NECC, NCR, NMCB(R).
15.5-19	CMC CM1	13.7 Yrs 9.7		42	3 rd Sea Tour Billet: Maintenance Shop Supervisor, Advance Team LDR, CESE Manager. Duty: NMCB, UCT, SBT, MCASETRACOM.
12.5-15.5	CMC CM1 CM2	13.7 Yrs 9.7 4.3	LDO, OCS, MECP, Brig Duty, Camp David, Equal Opportunity Advisor, RDC, Recruiter, SARP, SERE Instructor, USS CONSTITUTION, Women Ashore	36	2 nd Shore Tour Billet: LPO, Instructor, Recruit Division Commander, Recruiter, Presidential Duty. Duty: RDC Great Lakes, NCG, CBMU, NCTC, Camp David, UCT Shore.
8-12.5	CMC CM1 CM2	13.7 Yrs 9.7 4.3	LDO, OCS, MECP	60	2 nd Sea Tour Billet: LPO, Shop Supervisor, NSW Support, CESE Manager. Duty: NMCB, ACB, SBT UCT, DEVGRU, NSW LOGSUPPU, MSRON, UCT Sea.
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT



CM CAREER PATH (SCW)



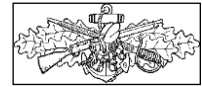
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
5-8	CM2 CM3	4.3 Yrs 2.4	STA-21, OCS, MECF Brig Duty, Camp David	36	1 st Shore Tour Billet: Instructor, Recruit Division Commander, Recruiter, NSW support, UCT. Duty: RDC Great Lakes, CBMU, NSW LOGSUPPU TRANS, NCG, Camp David, UCT Shore.
1-5	CM2 CM3	4.3 Yrs 2.4	Naval Academy, NROTC	60	1 st Sea Tour Billet: Basic trades. Duty: NMCB, ACB, HM SQUADRONS, RIVRON, BMU. Qualifications: SCWS.
1+/-	CMCN CMCA Accession training	9 Months	Ceremonial Guard		Recruit training, "A" School, and ECS (NEC 90CS) if initial billet is NECC.
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT

Notes:

1. **E9 SEABEE RATES:** The seven Seabee ratings compress to three ratings at the E9 level.
 - a. (1) CUCM - BU/SW/EA (2) EQCM - CM/EO (3) UCCM - CE/UT
2. **SEABEE CLOSED LOOP NECs:**
 - a. 5933 - Master UCT Diver
 - b. 5932 - Basic UCT Diver
 - c. 5931 - Advanced UCT Diver
 - d. 5633 - Mobile Utilities Support Equipment (MUSE) Technician
3. **TRAINING:** Important to remember that majority of "C" school NECs are dropped once an individual is advanced to E7. NECs held are not indicative of career motivation.
4. **OCCUPATION FIELD (OF) 7 RATE:** Occupation field 7 (OF-7) is the designation for rates whose primary technical focus is construction.
5. **WARFARE QUALIFICATION:** The Seabee Combat Warfare (SCW) specialist warfare qualification designation was established in 1992. Qualifying units are the seven Naval Mobile Construction Battalions (NMCBs), the two Amphibious Construction Battalions (ACBs), and the two Underwater Construction Teams (UCTs).
6. **CHALLENGING ASSIGNMENTS:**
 - a. **OVERSEAS CONTINGENCY SUPPORT ASSIGNMENTS:** Unaccompanied billets lasting from six to eighteen months located in Afghanistan, Djibouti, and various other locations. These billets are sea duty and offer advantages towards advancement.



CM CAREER PATH (SCW)



- b. ***SPECWAR / SPECOPS:*** More billets supporting these specific units are being created. As the OSA continues, the SPECWAR and SPECOPS communities are in need of Seabees, in particular the CM and EO ratings. These units have both sea and shore duty components. The mission is to provide support for teams CONUS and OCONUS. A security clearance is needed for these billets.
- c. ***NAVAL MOBILE CONSTRUCTION BATTALIONS (NMCB's):*** This arduous, demanding sea duty is the bread and butter of the Naval Construction Force. While current rotation varies, typical homeport period is 12 months followed by 6 month deployment. There are limited Senior Chief Billets and zero EACS billets. There is also a limited number of Bravo Company E5 and above billets (CE and UT). This type duty offers the best leadership opportunities. Currently, NMCB's are home ported in Port Hueneme, CA and Gulfport, MS.
- d. ***AMPHIBIOUS CONSTRUCTION BATTALIONS (ACB's):*** Provides ship to shore transportation of fuel, materials, and equipment by means of barge ferry operations. ACBs construct elevated and floating causeway piers, install ship to shore fueling systems, erect medium-size portage-support camps, and provide camp support, perimeter defense, and construction support. Deployments are numerous and short-term. Each ACB has a sea and shore component. Currently, the active duty ACB is home ported in San Diego, CA.
- e. ***MOBILE UTILITIES SUPPORT EQUIPMENT (MUSE):*** Performs all tasks associated with the design, procurement, installation, operation, maintenance, trouble-shooting, and life-cycle management of diesel driven power plants up to 2500kW, electrical substations up to 5000kVA, and steam plants up to 20K lbs per hour. The \$200M MUSE inventory directly supports Navy fleet operations and DOD utility shortfalls at numerous locations worldwide in direct support of GWOT. MUSE Techs provide minimal footprint and high density skill sets. MUSE Techs are the first choice for providing power to high security base camps in desolate areas. MUSE is a closed loop NEC. Must be able to obtain a secret to TS/SCI clearance.
- f. ***UNDERWATER CONSTRUCTION TEAMS (UCTs):*** Provides construction, inspection, and repair of ocean facilities such as wharves, piers, underwater pipelines, moorings, boat ramps, etc. Seabees are capable of diving to 190 feet using scuba or surface supplied air to perform work underwater. UCT units are located in Little Creek, VA and Port Hueneme, CA. Each unit has a sea and shore component.
- g. ***PRESIDENTIAL RETREAT, CAMP DAVID:*** Provides the President of the United States, and the first family with a healthy, safe, and uniquely private place to work and relax.
- h. ***RECRUITING / RECRUIT DIVISION COMMANDER / INSTRUCTOR:*** These billets are challenging leadership positions associated with the process of "Sailorization". These challenging shore assignments offer huge advantages towards advancement. Must be SCWS qualified and have a history of sustained superior performance to qualify for these billets.